

**MINUTES OF THE REGULAR MEETING
OF THE FACULTY SENATE HELD ON
FEBRUARY 2, 2001, IN THE ALUMNI HOUSE
1925 F STREET, NW**

The meeting was called to order by Professor Boswell at 2:15 p.m.

Present: Vice President Lehman, Interim Registrar Terpstra, and Parliamentarian Pagel; Deans Futrell and Phillips; Professors Boswell, Captain, Castleberry, Divita, Duff, Gallo, Griffith, Haque, Harrington, Hoare, Johnston, Lindahl, McAleavey, Mergen, Park, Robinson, Stephanic, Thornton, Wilmarth, and Zaghloul

Absent: President Trachtenberg; Deans Harding, Lefton, Riegelman, Tong, Williams, and Young; Professors Cawley, Nagy, Pelzman, Simon, and Yezer

INTRODUCTION OF RESOLUTIONS

No resolutions were introduced.

DISCUSSION ON IMPROVING THE EFFECTIVENESS/PRODUCTIVITY OF THE FACULTY SENATE; PROFESSOR SALVATORE F. DIVITA, SPECIAL TASK FORCE OF THE EXECUTIVE COMMITTEE

Professor Divita said that the Faculty Senate's role in shared governance of the University is essential to the faculty. If the faculty do not participate fully in shared governance through the Faculty Senate, then the faculty, in effect, give carte blanche to the administration. He described some of the ways to improve the effectiveness of the Faculty Senate. For instance, he suggested that the Senate consider upgrading its Website in order to communicate more openly and timely with the faculty who, as the Senate's constituents, ought to know what issues are under discussion and what the Senate is doing about them. This would provide the faculty an opportunity to understand what is happening and an opportunity to participate, he said. While there are a range of other things that the Senate might do, he said that this would be a beginning point. Professor Divita said that it seemed to him that the bottom line is whether we stay where we are and do nothing, or whether we move into the Year 2001. (Current Faculty Senate Website attached.)

Professor Boswell pointed out that Professor Divita was representing a Special Task Force of the Executive Committee composed of Professor Divita, Professor Wilmarth, and himself. He explained that the Task Force has been meeting to discuss how the effectiveness of the Faculty Senate might be improved, and Professor Divita agreed to make a presentation of his ideas to the Senate for discussion today.

Professor Park suggested that the Senate might set up a "chat room" site to encourage discussion on the campus. He also suggested that a person be designated to monitor this site so that there will be a follow-up referral of particular ideas or issues to a Faculty Senate Committee or an appropriate administrative officer. Professor Divita indicated that that could be done with appropriate main links for the Senate as a whole, for the Executive Committee, and for the Chairs of specific Senate Standing Committees.

Professor Wilmarth said that Professor Divita's ideas provide a very good organizational structure for making changes to improve the effectiveness of the Faculty Senate. But if we are going to have a more vigorous and proactive Senate, he said, then we also have to look at what the incentives are for faculty to serve on the Senate and its Committees. If Senate service is not highly valued in the schools, faculty Senators will not be encouraged to take on the kind of initiatives we would like to see happen.

Professor Duff pointed out that some of his constituents in CSAS have mentioned that, since paper minutes are no longer sent to all faculty, they do not know what the Senate does anymore. He suggested that perhaps a point-by-point list of the issues discussed by the Senate could be e-mailed to the faculty, who, in turn, could then access the full minutes for a more complete discussion of a particular matter. Secondly, Professor Duff suggested that new Senators be given orientation about what is expected of Senators and what is expected of new Chairs of Senate Standing Committees because he, himself, as a new Senator, had no idea of what he was supposed to do. Professor Griffith stated that he agreed with Professor Duff's suggestions. The posting of minutes electronically and not mailing out paper copies has generally caused the Senate to mostly disappear from view, and the problem of orientation for new Senate members, particularly those who are asked to chair Committees, is a very crucial step to which the Senate should pay more attention. Professor Thornton asked Professor Divita if there is a real concern that the Senate is becoming a rubber stamp for the administration, and Professor Divita replied that the Senate was not a rubber stamp, but we need a more proactive Senate and a more informed community, and to the extent we are all more informed, he thought we will all be better off for it.

From a practical standpoint, Professor Gallo asked Professor Divita what would be required to maintain a Website as he described it, because she thought it would require some rather special effort. Professor Divita replied that perhaps a teaching assistant would have to mechanically enter the material, but the big issue is the discipline we would have to impose on ourselves. Professor Stephanic thought that maintaining such a Website would probably require more support than anyone could imagine right now. He suggested using Prometheus where it would be easy to register all faculty and there are places to post files and read files, etc. Vice President Lehman agreed that Prometheus is a very powerful tool, especially for chat room activities.

Professor Boswell noted that the Senate has a very limited budget, and he was concerned about the cost of going back to sending paper copies of the minutes, as well as the cost of putting up and maintaining a website. He said that the Senate has to make up its mind where it wants to put its effort, because the Academic Vice President has not been very forthcoming with requests for additional money which would be needed. Professor Griffith responded that he did not intend to suggest that we restore paper copies, but rather that an abstract of the minutes could be attached to the agenda which is now sent by e-mail to all faculty. However, he thought that, if the Executive Committee is going to confront this problem and figure out what should be done and how we should allocate resources, it would seem reasonable for the Executive Committee to come up with a plan and bring it back to the Senate. Professor Boswell suggested that perhaps a summary or abstract of the minutes could be published in By George! once a month as a way to get information out to the faculty. Vice President Lehman noted that the GW portal is up and operating, and, if the Senate is interested, it would be very easy to link the Senate minutes, or the Senate home page to this particular site.

Professor Harrington said that he wished to respond to the criticism that the Executive Committee Chair does not seem to respond to the needs of the various Committees. He pointed out that, at the beginning of the Senate session, the Executive Committee Chair sends to the Chairs of the Standing Committees a list of the items for discussion by their respective Committees. In addition, the Committee Chairs are welcome to take their own initiative on issues that relate to the charge of their Committees. He said that the Executive Committee relies on Committee reports to set the agenda for the next year. Professor Castleberry said that it seemed to him that from his experience in the University as a Senate member and as a former department chair, people are very focused on their programs, their teaching, and their research, and that actually very few people in the University have a very broad view of what goes on in the University. In fact, he said, he and many other people learn information about the University by reading the Hatchet, which he did not think was a very good way for the faculty to get such information.

Professor Griffith noted that one of the problems is that the Senate does not have a very good process for recruiting new members of the Senate. He wondered if those who serve in the Senate might not be able to do a better job in helping convey to faculty members what it means to serve on the Senate and why it might be worth their time despite the fact that there is very little recognition at raise time for any kind of Senate service. Professor Wilmarth agreed with Professor Griffith that there are so few incentives to serve on the Senate that it is extremely difficult to get faculty to take on this responsibility. The people who are willing to serve are those who have a sense of civic responsibility and a real interest in the broader University community. But, he said, until the incentive structure is changed, it will be difficult to get a wide cross-section of people involved. If the administration wants a more effective and proactive Senate, then the administration should send signals to the schools encouraging them to reward faculty who are willing to serve in the Senate.

Further discussion continued by Professors Castleberry, Captain, Harrington, Park, and Vice President Lehman.

Professor Boswell noted that the Special Task Force has discussed many of the points made today, and that the Special Task Force will bring a plan for any reorganization of the Senate's Website back to the Senate through the Executive Committee. Professor Divita said that when the Senate earns the respect of the faculty, we will find people wanting to serve on the Senate.

INTERIM REPORTS BY CHAIRS OF SENATE STANDING COMMITTEES

(1) JOINT COMMITTEE OF FACULTY AND STUDENTS - Professor David McAleavey, Faculty Co-Chair. (Interim Report submitted by Professor McAleavey is attached.) Professor McAleavey reported that the Committee has been discussing a range of matters, focusing primarily on revising the Code of Academic Integrity which will result in a resolution for the Senate probably at its next meeting. Another issue the Committee has been looking at is the quality of the GW education with a lot of student input which has been very interesting, because the student members of the Joint Committee have indicated that they think they are being shortchanged and that the University is not doing anything at all on the scale of things it needs to be doing. Professor McAleavey said that he is hopeful that the Joint Committee will be able to formulate those concerns in a concrete way that would make sense to the Faculty Senate.

(2) LIBRARIES - Professor Frederick Lindahl reported that the Committee has met and discussed an issue that has been taken up in other areas by other Senate Committees. That particular issue, he said, is about library resources. Having met with Librarian Jack Siggins and having read Professor John Kwoka's report, the Committee supports the need for more resources for the Library. But, he said, there is still the question of resource allocation. While the physical facilities are expanding at a rapid rate, and student enrollments have continued to increase over the past several years, the number of faculty has remained constant. In looking at the 1999-2000 financial report, he said that tuition revenues have increased by about 7.5% over the last year, but faculty salaries versus other kinds of salaries, have increased only about 5%. His point, he said, is not that he thinks the faculty ought to get a raise, but it is a question of headcount, and he thought that outsourcing teaching is a risky strategy. Since the Fiscal Planning and Budgeting Committee is also looking at the Librarian's request for more resources, he said that the Libraries Committee has been in touch with Professor Griffith and that both Committees may propose a joint resolution to increase resource allocations for the Library.

(3) PROFESSIONAL ETHICS AND ACADEMIC FREEDOM - Professor Lilien F. Robinson, Chair. (Interim Report submitted by Professor Robinson is attached.) Professor Robinson described briefly the following matters under discussion by the PEAFC Committee: (1) Policies and Procedures in the Medical Center - Compliance with the Faculty Code; (2) College of Professional Studies - Compliance with the Faculty Code; (3) Sexual Harassment Policies and Procedures; and (4) Faculty Grievance Procedures. With regard to the Sexual Harassment Policies and Procedures matter, she pointed out that the PEAFC Committee had reviewed the administration's proposed revised document and determined that it eliminates due process protections for faculty. In that regard, the PEAFC Committee submitted a resolution, stating the Committee's primary concerns, to the Executive Committee. She said that the Executive Committee decided not to place it on the Senate's agenda, but instead appointed a special committee to study the revised Policy. Professor Robinson said it was her understanding that this matter will be taken up at the Senate's April meeting. She then noted that the PEAFC Committee is drafting a resolution regarding the Faculty Grievance Procedures for the March Senate meeting. (Professor Robinson distributed copies of the PEAFC Committee's proposed resolution pertaining to the revised Sexual Harassment Policies and Procedures, which is attached to her Interim Report.)

(4) FISCAL PLANNING AND BUDGETING COMMITTEE - Professor William B. Griffith, Chair. Professor Griffith reported that the Committee is considering whether or not it will offer a resolution to address the request for more funding for the Libraries, or coordinate a joint resolution with the Libraries Committee which both Committees could support. One of the problems in dealing with various issues is that the FP&B Committee deals with matters of overlapping jurisdictions of other Senate Committees, and for that reason, the Committee has been trying to establish joint subcommittees. The FP&B Committee has joined with the Educational Policy Committee and with the Physical Facilities Committee in establishing a joint subcommittee to look at the issue of the shortage of classroom space and whether or not the University's classroom planning is in sync with the educational concerns of the faculty and the students. He noted that Professor Mergen and he will try to establish a joint subcommittee to see what will be happening to funding for athletics and recreational activities when the new Health and Wellness Center comes on line. Other issues being looked at are the planned expansion of the Honors Program, the continued concern about the enormous investment in Mount Vernon, and the increased debt burden and how the University plans to deal with it.

(5) APPOINTMENT, SALARY AND PROMOTION POLICIES - Professor Robert Park, Chair. (Interim Report submitted by Professor Park is attached.) Professor Park said that he agreed with Professor Griffith's comment about joint subcommittees. He suggested that next fall a conference might be held for the chairs of all the Senate Standing Committee to talk about any problems that need coordination and about establishing some mechanism to facilitate the management of subcommittees.

(6) EDUCATIONAL POLICY - Professor Paul B. Duff, Chair. Professor Duff reported that the Committee had met three times, and is drafting a faculty statement concerning students with disabilities. Also, at the request of the Executive Committee, he said that the Committee is gathering promotion and tenure materials from departments and schools in order to put together a "best practice" document to share with colleagues. Apparently, he said, these issues are coming up over and over again with regard to tenure and promotion problems between the administration and the faculty, and, therefore, the Executive Committee suggested that this might be a way to address those problems.

(7) ATHLETICS AND RECREATION - Professor Bernard M. Mergen, Chair. Professor Mergen reported that the Committee has had reports by Jack Kvancz, Athletic Director, and Aubre Jones, Recreation Director. He said that Mr. Kvancz' major frustration is that the athletic budget has not been increased in several years and the gap grows between the "haves" and the "have-nots" in college sports. Some athletic programs make money if they are big time schools and others do not, and that that impacts the A-10 Conference. Professor Mergen said the work on the Mount Vernon campus athletic facility is proceeding, and there will be soccer and lacrosse fields, and there are plans to hire a women's lacrosse coach. Also, there will be a women's intercollegiate program in 2002 and a women's softball coach. According to Mr. Kvancz, Professor Mergen said that the University plans to offer dormitory rooms to athletes using the soccer and rugby fields at Mount Vernon. As Chair of the Athletics and Recreation Committee, Professor Mergen pointed out that he has been appointed to an Athletic Council which has been created to follow the mandate of the NCAA, and at some point the Council will be reporting on the Wellness Center, and he will try to keep the Senate up-to-date on that matter.

REPORT OF THE EXECUTIVE COMMITTEE

The Report of the Executive Committee by Professor Boswell, Chair, is enclosed.

BRIEF STATEMENTS (AND QUESTIONS)

With reference to the College of Professional Studies, Professor Griffith said that it was his understanding that the Board approved the CPS in principle but with the condition that a budget for CPS would be presented to the Board at its February meeting. He asked Vice President Lehman if the Senate would now get the budget for CPS if it goes forward to the Board this month. Vice President Lehman responded by first explaining what the Board approved in October. He said that the Board approved the CPS and approved the awarding by the CPS of Associates, Bachelor's and Master's degrees in Professional Studies. The Board also approved, in principle, GW Learning Solutions (GWLS) with the caveats that the Vice President for Academic Affairs and the Vice President and Treasurer will submit to the Academic Affairs Committee and the Finance Committee a business plan for GWLS, a governance structure for GWLS, and an outside opinion on all the legal aspects of forming GWLS. At the February Board meeting, Vice President

Lehman said that the administration will present a business plan which will include the budget structure and the governance structure, and that he will be glad to share the numbers with the Senate if the Board approves the plan.

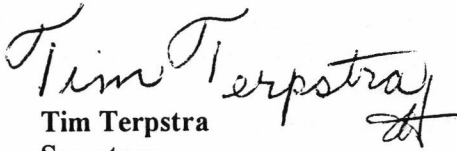
TOUR OF THE MEDIA AND PUBLIC AFFAIRS BUILDING

The Senate was invited to tour the new Media and Public Affairs Building, following adjournment.

ADJOURNMENT

Upon motion made and seconded, Vice President Lehman adjourned the meeting at 3:35 p.m.

Following the meeting, the Senate toured the Media and Public Affairs Building, 805 21st Street, NW, conducted by Associate Vice President Craig W. Linebaugh.


Tim Terpstra
Secretary

INTERIM REPORT
JOINT COMMITTEE OF FACULTY AND STUDENTS
February 2, 2001

The Joint Committee has been meeting approximately once a month during the academic year, and two subcommittees have had further meetings.

We have discussed:

- 1) the decision to withdraw from the Faculty Senate our resolution proposing a different solution to the problem of the special fees which were being discussed by the Administration for students majoring in the School of Media and Public Affairs;
- 2) approval of the mechanisms for the GW Award program (routine annual business of the Committee);
- 3) modifications in compensation and standing of SA President, and a report on the idea of developing a mechanism for the SA to gain financial independence (partly through an earmarked SA fee on tuition bills subject to student referendum);
- 4) progress on the Major Advising Cabinet (an SA initiative);
- 5) consideration of voluntary mid-semester faculty reviews, and possible revisions to the SA-run Academic Update;
- 6) five-year review of the University Code of Academic Integrity;
- 7) quality of the GW education, and how to improve it (a broad topic, with specific concerns about crowded classrooms, role of the University Honors Program, early registration privileges, over-reliance on adjunct faculty whose competence seems varied and not well-monitored, dominance of "rules and regulations" mentality rather than the stimulation of intellectual curiosity, etc.);
- 8) consideration of a proposal from the Administration for a modified academic calendar.

Of these matters, number 6 (the review of the Code of Academic Integrity), which has been addressed by a subcommittee, seems likely to result in the Committee's proposing a small handful of quite minor changes – but changes which nonetheless will require approval of both the Faculty Senate and the Student Association, and ultimately the approval of the Board of Trustees.

Another subcommittee has agreed to look into some of the items included in #7, but as yet it is unclear whether that subcommittee will propose any concrete actions for the JCFS to consider.

Finally, it is possible that the JCFS will turn again to the question of SMPA fees, if this year's Student Association decides to revive it.

Submitted for the Joint Committee by David McAleavey.

COMMITTEE ON PROFESSIONAL ETHICS AND ACADEMIC FREEDOM

INTERIM REPORT

February 2, 2001

During the Fall 2000 semester the Committee, chaired by Professor Robert Harrington, began consideration of matters currently under review.

1. Policies and Procedures in the Medical Center- Compliance with the Faculty Code

A subcommittee, chaired by Professor Kurt Darr, was formed to review current policies, in the context of the new organization of the Medical Center, with respect to compliance with the Faculty Code. The subcommittee has contacted the Dean of the School of Public Health and Health Services about its relationship to the Medical Center, Faculty Code compliance in general, and more specifically, tenure line allocations and tenure to non-tenure faculty ratio. These discussions are continuing.

2. College of Professional Studies - Compliance with the Faculty Code

At the request of the PEAFF Committee, Professor Gerald Johnston has begun a review of the structure of the College of Professional Studies with respect to matters pertaining to faculty rights and responsibilities.

3. Sexual Harassment Policies and Procedures

The Committee reviewed the Administration's proposed revised sexual harassment policies and procedures, distributed to the Faculty Assembly in January. The new document was in response to the Policies and Procedures document approved by the Faculty Senate in May 2000 at its third meeting on the matter. It was the result of the work of committees of the Faculty Senate, the Ad Hoc Committee of faculty and Administration, and outside counsel appointed by the Administration.

The PEAFF Committee concluded that the current Administration document represents a return to the provisions ultimately rejected by the Ad Hoc Committee itself as well as the Faculty Senate and that it eliminates fair process protections of faculty. The PEAFF Committee submitted to the Executive Committee a resolution enumerating the primary concerns raised by these revisions and urging the President to reject the latest revised draft. The Executive Committee decided not to place the PEAFF resolution on the February agenda, determining instead that a special committee,

consisting of faculty from the Law School, University Counsel, and outside Counsel, review the document and the issues raised. We are informed that the March deadline for response to the proposed revised policy has been extended to the end of April.

4. Faculty Grievance Procedures

The Committee reviewed Faculty Grievance Procedures (Article X, Faculty Code) as modified by the General Counsel's office and accepted by the Board of Trustees. The document, representing the work of a special committee and the PEAFF Committee, had been approved by the Faculty Senate in October 1999. In view of the fact that the Senate had not had an opportunity to consider the revisions accepted by the Board the PEAFF Committee requested that the Executive Committee refer the revised document to it.

A subcommittee of PEAFF is now in the process of preparing a resolution on the revised document for presentation at the March meeting of the Faculty Senate.

Respectfully submitted,


Lilien F. Robinson

A RESOLUTION ON THE
REVISED DRAFT OF THE SEXUAL HARASSMENT POLICIES AND PROCEDURES

WHEREAS, on October 27, 1997 the Vice President for Academic Affairs forwarded a draft of the Sexual Harassment Policies and Procedures to the Faculty Senate for its review and consideration; and

WHEREAS, the policy includes proscription of not only quid-pro-quo harassment but also of conduct that has the "effect" of creating an "intimidating, hostile, or offensive academic or work environment;" and

WHEREAS, good faith discussion of important academic matters relating to issues of gender may have such an effect on some students, while being regarded as desirable by other students and by faculty; and

WHEREAS, the Faculty Senate and its committees and its subcommittees, together with an Ad Hoc Committee of representatives of both administration and faculty, with the assistance of outside counsel provided by the administration also considered the Sexual Harassment Policies and Procedures, issuing a January 10, 2000 draft, and, following intense criticism by faculty members, including many from the Law School, a modified March 30, 2000 draft; and

WHEREAS, the Faculty Senate at three meetings intensively considered the proposal and recommended further changes ; and

WHEREAS, the administration then retained an additional outside law firm to review the proposed Policy and Procedures, and the firm recommended that the procedures be changed back largely to the January 10 Ad Hoc Committee draft, even though that draft had been later rejected by the Ad Hoc Committee, declared "deeply flawed" in a unanimous straw vote of 22 members of the Law School faculty and rejected by the Faculty Senate itself; and

WHEREAS, the administration's current "Revised Draft" eliminates basic fair process protections for those accused of harassment including:

- A. The right to a copy of the complaint
- B. The right to know the identity of the complainant
- C. The right to discover adverse hearsay documents and the names of adverse witnesses
- D. The right to a hearing prior to the imposition of any sanction without consent of the

accused

- E. The right to an independent, impartial decision-maker
- F. The right to confront and question persons giving adverse information
- G. The right to compel the attendance of witnesses, including the complainant, or to exclude evidence from persons unwilling or unable to appear
- H. The clear indication that the University, not the accused, has the burden of proof
- I. The right to a copy of the decision by the Coordinator, the special panel, or the University; and

WHEREAS, the Revised Draft is far less protective of the rights of faculty respondents than the Statement of Student Rights and Responsibilities, still to be applied in cases where students are the respondents; and

WHEREAS, the Faculty Senate has been advised by counsel from the Law School that the Revised Draft is not compelled by law, nor could government officials consistently with the Constitutional requirement of due process of law compel such procedures; and

WHEREAS, the "Revised Procedures" would force accused faculty members desiring to be afforded basic procedural rights to file civil actions against the University in court, thus subjecting the parties to unnecessary anxiety and expense, and

WHEREAS, an incorrect finding of sexual harassment may unjustly end an academic career; and

WHEREAS, the procedures would encourage risk-averse faculty to eliminate all controversial material relating to issues of gender from their syllabi and class discussions and to refrain from employment of research assistants of the opposite sex

NOW, THEREFORE, BE IT RESOLVED BY THE FACULTY SENATE OF THE
GEORGE WASHINGTON UNIVERSITY THAT:

The Faculty Senate regards the Revised Draft as patently unfair to persons accused of sexual harassment.

The Faculty Senate believes the Revised Draft will chill freedom of academic expression and academic freedom.

The Faculty Senate withholds its formal approval of the Revised Draft

The Faculty Senate implores the University President to reject the Revised Draft

and accept the May 5, 2000 recommendation of the Faculty Senate.

Approved by the Committee on Professional Ethics and
Academic Freedom, 1-26-01

INTERIM REPORT:

APPOINTMENTS, SALARIES & PROMOTION POLICY

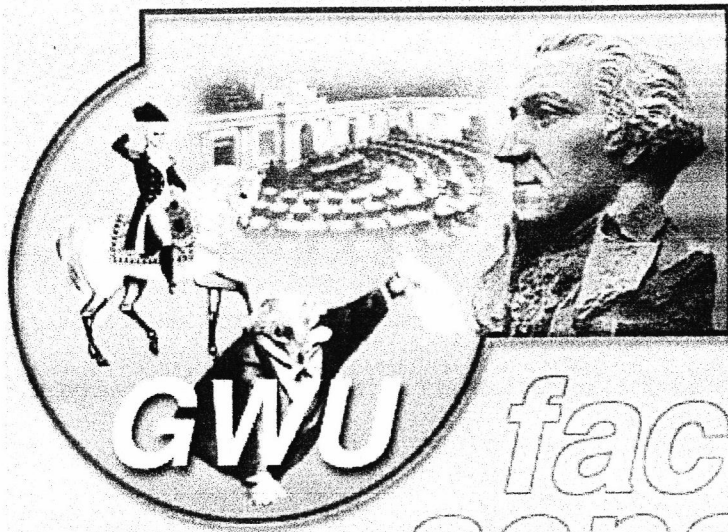
Feb. 2, 2001. Alumni House.

- 1) Inquiry into difficulties experienced by faculty member in moving funds from TIAA/CREF account to alternative investment account. a) Delay in accomplishing move. b) Unresponsiveness of TIAA/CREF to complaints and inquiries.
- 2) Inquiry into university's response to the deterioration of GWUHP's financial situation, as reported in the Washington Post, Dec. 5, 2000, and a summary report of why the university is confident that there will be an uninterrupted continuity of full services to GWU faculty/staff who are GWUHP subscribers.
- 3) Report by Assistant Vice President Susan Kaplan in response to faculty/staff concerns raised by the Dec. 5 Washington Post article on the GWUHP financial situation was whether the university had afforded sufficient information, particularly sufficiently timely information, in regard to the GWUHP situation. Susan Kaplan reported on what the university procedure is for reacting to and investigating such issues. She explained for the ASPP committee how her office works with the Human Resources staff and with the Treasurer's office; the composition and use of the Benefits Review Committee; and how the administration decides what background information should be distributed at open-enrollment and/or during the year in regard to the companies offering various packages of services.
- 4) The Committee was reassured that the newspaper report that GWUHP had not submitted all of the financial information made available by its competitors was found to be mistaken. The misinformation appeared to be essentially a managerial issue between GWUHP and its regulators, and the press.
- 5) An informal discussion of the issue of disparities as to faculty compensation by rank, a) as to disparities among schools; and b) as to disparities among departments within a school was conducted. Phil Wirtz has been at work on this and will report the result of his conversations with Bill Griffith and other members of the faculty and administration as to whether there have been further developments on this since the matter was last reported to and discussed in the Faculty Senate.
- 6) Vice President Lehman recently received an inquiry from a chair of a department, asking whether the present policy on leave for medical reasons should be extended to pregnancies or otherwise modified in regard to pregnancies. Vice President Lehman's response noted that the present policies appear at page 2.12 in the Faculty Handbook, and the following language from the Faculty Code, page 6, section 3.1 b) 3) appears to govern, "Leaves for study toward a degree, leaves for military or for personal reasons, and defense leave shall not be included in this period. A partial leave for family or medically related purposes of sufficient duration may justify an appropriate partial

extension of the probationary period." The present policy appears to be not to stop the tenure clock for pregnancies, unless the pregnancy is complicated by medical issues resulting in a documented problem pregnancy or birth process that necessitates special medical treatment prior to or after the pregnancy, which conforms to the special leave for medically related purposes noted above. The ASPP committee members should give some thought to this, inquire as to special cases to their knowledge and be prepared to suggest specific changes and/or the appointment of a subcommittee to study these issues and return with explicit recommendations.

File: c:\gwu\aspp\ASPP interim report.feb 2.s01.GWUHP.salary disparities.pregnancy
extension.wpd

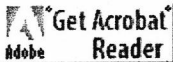
the george washington university



senate agendas
senate minutes
executive committee
membership
calendar
committees
faculty code
faculty organization plan
faculty assembly

GWU *faculty senate*

email: facsen@gwu.edu



You will need the Adobe Acrobat Reader to view some documents on this site. If you don't already have this software program on your computer, if you are currently running Windows 95 or Windows 98, please click [here](#); for all other operating systems, please click [here](#).

Staff:
Coordinator, Faculty Senate Activities: Doris D. Trone, didt@gwu.edu
Assistant to the Coordinator, Sue Campbell, lsbc@gwu.edu

The Faculty Senate is Located at:
The George Washington University Club
1918 F Street NW Room 314
Washington , DC 20052
(202) 994-7198

Web Site Design Copyright © 1999, Marc David Infeld. All Rights Reserved.
To contact me please send e-mail to: minfeld@gwu.edu



[Return to The George Washington University](#)

Last modified: November 9, 1999

REPORT OF THE EXECUTIVE COMMITTEE

February 2, 2001

Professor John G. Boswell, Chair

1. UPCOMING MATTERS

At the March 9th Senate meeting, there will be an election of the Nominating Committee to propose a slate of nominees to serve on the Executive Committee for the 2001-02 academic year.

A Resolution pertaining to the Board of Trustees' action in response to Senate Resolution 99/2 amending the 1996 Faculty Code with respect to the faculty grievance procedures is expected to be placed on the agenda for the March Senate meeting.

In addition, the Annual Report on Recruitment and Appointment of Women and Faculty of Color will be presented by Vice President Lehman at that meeting.

The Policy on Sexual Harassment will be an item on the agenda for discussion at the April Senate meeting.

2. ANNOUNCEMENTS

A reminder that the forms for service on Faculty Senate Standing Committees and Administrative Standing Committees were sent to all faculty last week. Please return these forms to the Faculty Senate Office, University Club, 3rd Floor, 1918 F Street, NW, as soon as possible.

The next meeting of the Executive Committee is scheduled for February 23rd. Resolutions should reach the Executive Committee prior to that date for inclusion on the agenda of the March 9th meeting.

Finally, President Trachtenberg was honored by the Washingtonian magazine last Thursday along with 14 other people as Washingtonians of the Year for service to the city. This was an eclectic group that included J.W. Marriott for his work in job training and Susie Kay, a high school teacher

who practically bounced off the platform in talking about hoop dreams and her other projects for raising money for scholarships for city high school students. In his introduction of President Trachtenberg, Jim Vance cited the major ways in which The George Washington University was serving the city of Washington. In his acceptance remarks, President Trachtenberg reminded the audience that The George Washington University has been in this city since 1821, and that he was committed to continuing to make both the structure and people of the University available as resources to the city. This was definitely an occasion in which the honor to the man was also an honor to the institution.

I would like to add my congratulations to President Trachtenberg for being selected Washingtonian of the Year.

THE GEORGE WASHINGTON UNIVERSITY
Washington, DC

The Faculty Senate

January 26, 2001

**The Faculty Senate will meet on Friday, February 2, 2001, at 2:10 p.m.,
in the Alumni House, First Floor, 1925 F Street, NW.**

AGENDA

- 1. Call to order**
- 2. Introduction of resolutions**
- 3. Discussion of ideas to increase the effectiveness of the Faculty Senate and
to strengthen its Committees by Professor Divita, Executive Committee**
- 4. Interim Reports by Chairs of all Senate Committees with respect to
activities of the Committees**
- 5. Report of the Executive Committee by Professor Boswell, Chair**
- 6. Brief Statements (and Questions)**
- 7. Tour of the Media and Public Affairs Building conducted by an
administrative representative (following adjournment)**
- 8. Adjournment**


Tim Terpstra
Secretary

ADMINISTRATIVE STANDING COMMITTEES

February, 2001

THE GEORGE WASHINGTON UNIVERSITY
Washington, DC

TO: Members of the University Faculty Assembly

FROM: John G. Boswell, Chair *JGB*
Executive Committee of the Faculty Senate

RE: Appointments to Administrative Standing and Special
Committees for the Year 2001-02

At its April and May meetings the Faculty Senate will recommend faculty for presidential appointment to membership on certain Administrative Standing Committees listed below. When the Executive Committee meets in March, it will draw up a list of faculty nominees for approval by the Senate.

If you are interested in volunteering your services--and I urge you to give the matter serious consideration--please indicate your preferences and return this form to:

FACULTY SENATE OFFICE
1918 F Street, N.W. #314

BY MARCH 2, 2001

Committee on the Judicial System
Committee on Student Publications
Committee on University Bookstore
Joint Committee of Faculty
and Students

Marvin Center Governing Board
Marvin Center Program Board
Panel for Student Grievance
Review Committees
University Hearing Board

Name _____ Department _____ Rank _____

Currently serving on the Administrative Committee on: _____

Do you wish to be re-elected to this Committee? ____ Yes ____ No

I should like to serve on an Administrative Committee according to my preferences below:

(1st Choice) _____

(2nd Choice) _____

(3rd Choice) _____

I will be available for committee work during the regular academic year ____ Yes ____ No

I will also be available for committee work during at least one of the summer sessions ____ Yes ____ No

I prefer not to serve during 2001-02 ____.

Thank you for your prompt consideration of this matter.

FACULTY SENATE STANDING COMMITTEES

February, 2001

THE GEORGE WASHINGTON UNIVERSITY
Washington, DC

TO: Members of the University Faculty Assembly

FROM: John G. Boswell, Chair *JGB*
Executive Committee of the Faculty Senate

RE: Call for Nominations for Election to Faculty Senate
Standing Committees, 2001-02 Session

In April, the newly-elected and incumbent Executive Committee of the Faculty Senate will meet jointly "to nominate the members and Chairs of the standing committees and special committees" of the Faculty Senate for the year 2001-02.

We have had an exceptionally strong record of effective shared governance. However, such success is dependent on the willingness of faculty to participate in the process. To that end, my colleagues and I urge you to volunteer for committee service by filling out this form and returning it to:

FACULTY SENATE OFFICE
1918 F Street, N.W., #314

BY MARCH 9, 2001

Administrative Matters as They Affect the Faculty	Faculty Development and Support
Missions Policy, Enrollment Management and Student Financial Aid	Fiscal Planning and Budgeting
Appointment, Salary, and Promotion	Honors and Academic Convocations
Policies(including Fringe Benefits)	Libraries
Athletics and Recreation	Physical Facilities
Dispute Resolution Committee(3-year term)	Professional Ethics and Academic Freedom
Educational Policy	Research
	University and Urban Affairs

Name _____ Department _____ Rank _____

Currently serving on the Senate Committee on: _____

Do you wish to be re-elected to this Committee? ____ Yes ____ No

I should like to serve on a Senate Committee according to my preferences below:
(1st Choice) _____

(2nd Choice) _____

(3rd Choice) _____

I will be available for committee work during the regular academic year ____ Yes ____ No

I will also be available for committee work during at least one of the summer sessions ____ Yes ____ No

I prefer not to serve during 2001-02 ____.